

St. Barnabas Lutheran Church in Charleston, SC from 1934 to 1937, at Grace Lutheran Church in Prosperity, SC from 1937 to 1942 and at Incarnation Lutheran Church from 1942 to 1974. In addition, Dr. George Meetze has been the chaplain of the South Carolina Senate for fifty years.

His honors and affiliations are too numerous to list, but include leadership positions within the Lutheran Church and involvement with such organizations as the Salvation Army, The American Cancer Society, and The Rotary Club, which named him a Paul Harris Fellow in 1979. He is, as you would imagine, an active supporter of the Lutheran Theological Southern Seminary in Columbia, SC and Newberry College in Newberry, SC. A fixture in the Columbia, SC community and across the state of South Carolina, Dr. George Meetze knows many people, but is known by even more for his friendliness and genuine interest in every individual he meets.

My wife, Peatsy, and I, whom Dr. George Meetze joined in marriage twenty-eight years ago, commend Incarnation Lutheran Church for conferring the title of Pastor Emeritus on Dr. George Meetze and we send our warmest congratulations to George and his family on this happy occasion.●

#### BRIGADIER GENERAL CLAY'S RETIREMENT

● Mr. HATCH. Mr. President, I want to call the Senate's attention to the recent retirement of Air Force Brigadier General John L. Clay who is retiring after 28 years of dedicated service to our country.

General Clay, a native of Utah, joined the Air Force following his graduation from the United States Air Force Academy. He has served honorably and professionally in a variety of research and development assignments encompassing armaments, missiles and space programs.

He is renowned as a developer and manager of many space systems programs and currently serves as the Director of Space and Nuclear Deterrence in the Office of the Secretary of the Air Force for Acquisition.

His outstanding leadership, management expertise, and foresight have been the foundation for the success of major ICBM and space force improvements and the effective use of \$50 billion of the defense budget.

General Clay directed the effort to replace the Minuteman missile guidance system. This vitally important accomplishment now provides the nation with a key element of our strategic deterrence capability. This was the first major modification to the Minuteman system in almost 30 years.

Additionally, he was instrumental in the comprehensive national review of our nation's space launch program, including the innovative Evolved Expendable Launch Vehicle program which has resulted in the establish-

ment of two internationally competitive commercial families of vehicles capable of meeting government and commercial needs.

General Clay also established the Shared Early Warning System program following the September 1998 summit agreement between Presidents Clinton and Yeltsin. This program is a milestone in strategic partnerships as it allows the United States and partner countries to share early warning data. It also establishes a first-ever Center for Strategic Stability in Colorado Springs for the upcoming Y2K changeover. This Center will provide launch information to a jointly manned U.S.-Russian operations team during the Y2K rollover period.

Unquestionably, Brigadier General John L. Clay is a man of unwavering loyalty and dedication. He has earned the respect of his colleagues in the Air Force, defense contractors, and members of Congress.

On behalf of the Senate, I am pleased to convey to General Clay, my fellow Utahns, and his wife, Beverly, our best wishes on the occasion of his retirement and express our appreciation for his service to our country. We wish them well as they embark on this new chapter in their lives.●

#### MAYOR FRANCIS H. DUEHAY OF CAMBRIDGE

● Mr. KENNEDY. Mr. President, it is an honor to take this opportunity to recognize a leader who has given so much to the people of Cambridge, Massachusetts. Mayor Francis H. Duehay has been an elected official in the City of Cambridge for thirty-six consecutive years. Under his leadership, the city has made great progress in housing, welfare, youth employment, and many other important issues for the people. This year, Frank is retiring, and his loss will be felt deeply by all those whose lives he has touched.

Frank's commitment to public service is extraordinary. Throughout his years as Mayor, City Councilor, and on the School Committee he has taken pride in his commitment to work directly with the people he represents, in order to learn their concerns firsthand. Frank's work with city officials and numerous other organizations to open new lines of communication between the city government and the people of Cambridge has created a local government at its best—responsive to the needs of the people, accountable for its actions, and always open to new ideas.

Frank worked tirelessly to improve the quality of life for Cambridge families. He served as the chairperson for the Cambridge Kids' Council, where he's worked to create greater opportunities in the community, giving hope to children and families and providing a model for cities throughout the state. The Mayor's Summer Youth Employment Program has been extremely successful in giving young men and women the opportunity to serve their city dur-

ing the summer months, enabling them to explore their interests and enhance their lives. Frank has fought hard for the families of Cambridge, and his legacy will live on through their success.

In all of these and many other ways, Frank Duehay has served the people of Cambridge with great distinction. I am honored to pay tribute to this remarkable leader. His public service and generosity are shining examples to us all. I know that I speak for all of the people of Cambridge when I say thank you, Frank, for your commitment and dedication to public service. You will be deeply missed.●

#### MICHIGAN TEACHER OF THE YEAR MARGARET HOLTSCHLAG TRIBUTE

● Mr. ABRAHAM. Mr. President, I rise today to recognize and congratulate Margaret Holtschlag on receiving the Michigan Teacher of the Year award given by the Michigan Department of Education.

Mrs. Holtschlag, a fourth grade teacher at Murphy Elementary School in the Haslet School District, was selected from nearly thirty regional finalists as the Michigan Teacher of the Year. Described by colleagues as an innovative, thoughtful and progressive teacher, her dedication is second to none. As the winning teacher, Mrs. Holtschlag will share her expertise as she travels across the state working with teachers to improve programs and teacher quality.

What is truly remarkable about Mrs. Holtschlag is that her classroom extends beyond a room filled with desks and chalkboards. Two years ago she took a group of students on a trip to Korea and set up an Internet pen-pal link between Haslet, China and Korea. In the past, her students have built weather stations and explored nearby wetlands. Additionally, her students have spent time at the Michigan Library and Historical Center, discovering and exploring aspects of Michigan history that can not be learned from a text book.

For twenty-one years Mrs. Holtschlag has devoted her life to teaching and making a positive impact on each and every student she encounters. Her captivating teaching style inspires both students and colleagues alike. This is truly a rare gift.

A quality education is one of the most important tools that a child needs and it gives me great joy to know that such a dynamic and caring teacher is helping to shape the lives of Michigan students.●

#### NICHOLAS W. ALLARD ON THE COLLEGE APPLICATION PROCESS

● Mr. KENNEDY. Mr. President, families across the country know that a college education is essential for their children. A college graduate earns twice what a high school graduate earns in a year, and close to three

times what a high school dropout earns. More and more students are applying for college each year—over 2 million freshmen began college last year. The result is increasingly heavy pressures on schools, families, and colleges.

No one understands these pressures more than prospective college students and their families who are now filling out applications, visiting college campuses, and preparing to make the all-important choices for their futures.

An article by Nicholas W. Allard, in the Washington Post last week, provides excellent common sense advice to prospective students and their families about the college application process. Mr. Allard, whom many of us recall from his years as a staff member of the Senate Judiciary Committee, has had extensive experience in interviewing college applicants. I believe his article will be of interest to all of us in the Senate, and I ask that it be printed in the RECORD.

The article follows.

[From the Washington Post, Nov. 9, 1999]

#### NAVIGATING THE COLLEGE ADMISSIONS PROCESS

(By Nicholas W. Allard, Associated Press)

A friend who is intelligent, highly educated, and a wonderful parent recently called me in a meltdown panic over whether to give white or manila envelopes to their teenager's teachers for college recommendations.

My anxious friend has lots of company. Every year this is the season when tree leaves turn color and drop, while common sense about college admissions heads south. Aside from the uselessness of self-inflicted pressure, important decisions by college prospects are often based on inadequate information and worse advice. So I can't resist offering some food for thought.

#### APPLY TO THE COLLEGES YOU WANT TO ATTEND

Pretty basic, huh? Yet how many times have you heard advice such as: "You need some 'reach' schools." Or "Where's your 'safety' school?" In other words, you're often encouraged to think about schools in a way that ranks their desirability according to the difficulty of being admitted. This approach will make you feel like you are "settling" if you decide to attend anywhere but one of the most selective schools.

According to Peterson's Annual Survey of Undergraduate Institutions, in the United States there are almost 2,000 accredited, public and private four-year colleges and universities. They vary tremendously.

Find a handful or so of colleges out of this very large number you would be enthusiastic about attending. Then, once you've got your working list together, turn to the issue of how to be admitted to your favorite schools.

#### THE EARLY APPLICATION PROGRAM

In you're considering participating in an early application program because you are very, very sure that a college is your top choice, then go ahead. If you're not sure, then don't do it. Think about it. What if you succeed and are admitted to a place that you are not sure is your first choice?

If the early acceptance is nonbinding, you're going to apply elsewhere anyway. If it is binding, then you are stuck. You are not going to find any college that will tell you it's relatively easy to be admitted at the early stage. But you'll tell me you are worried that some colleges admit so many students early that there seem to be very few places left if you wait.

Keep your head. Those people who are so well qualified that colleges are sure they want to offer them a binding offer at the early stage are taken out of the pool of applicants. They are not filing multiple applications to schools that may interest you. You even may appear to be a relatively stronger candidate in the remaining pool come spring, especially after your strong academic performance this fall.

And, remember, many, if not most, college applicants are not accepted at the early stage. Are you sure that you want to go through the angst of applying to college for the first time, and then suddenly finding, without any counter-balancing good news, that your hopes have been dashed and you must apply in earnest to several other colleges?

#### YOU AND YOUR GUIDANCE COUNSELOR

Your job is to learn enough about yourself and about colleges to think clearly about where you would want to attend, and then for you (not your parents) to take the lead applying for admission.

Many high school college advisers act as if their job is to make sure that you and all your classmates have been admitted somewhere, anywhere. Also, understandably, they are concerned about managing the bureaucratic demands of processing a large volume of college applications.

It's not necessarily a bad thing if your list of favorite colleges makes counselors nervous. Maybe they'll pay a little more attention to your file. The best high school counselors help you match your preferences with colleges. They also can assist your campaign to be admitted where you want to go. That takes a lot of time and dedication.

#### MAKE THE PROCESS FUN

Think about what it's going to be like to be on your own and to live, study and goof off in a new place, meeting new people. Take advantage of the need to pause, to make a detailed report about what you've accomplished in this first part of your life. In this way the college application can be more than a chore. It can be a satisfying inventory of positives and promote honest self-evaluation of how you want to grow or change or improve.

The application process doesn't have to be nerve-racking. If you only apply to schools that really turn you on, then you really don't have to worry about being accepted to the wrong place.

In the unlikely event that you do not gain acceptance to any of your favorite schools, maybe you should take another year and do something that interests you or prepare yourself to reapply to colleges after spending some time better equipping yourself for college.

The dirty little secret is that there simply is no single school that will make or break your future.

#### BE A 'SMART SHOPPER'

You are in the market for one of the most expensive, most valuable things you will ever acquire; a college education.

Have you talked to people who have recently attended the colleges that you are considering? What have you read about the colleges? Have you visited colleges that you are seriously considering, alone, without your family?

The traditional family summer tour of colleges is a nice starting point and often can be very helpful in eliminating college choices. But in terms of getting a good feel for what it's like to be a student on campus during a term, there is only so much you can learn by staring at bricks and mortar from the outside of empty buildings, while trying to act as if you are not actually part of your family encourage—how embarrassing.

Thump the melon, test-drive the car, try to get, on your own, to the few colleges that most interest you. Bring a sleeping bag, arrange to stay, if you can, in the dorm room of a friend or somebody who graduated from your home area high schools. Attend class, find out how bad the food is in the dining hall, attend an athletic event or concert, go read, in the library and work on some homework in the midst of other students doing the same thing.

If you're already in your senior year and haven't done this, it's not too late. And, of course, after you are accepted at a college you certainly have the opportunity to visit before you make your decision.

#### BE YOURSELF

When you're applying to college you certainly want to put your best foot forward and present an accurate and compelling case for admission. But above all things, remember to be yourself.

Suppose, if by some miracle, you actually were able to gussy up your application and essays to come across as a different person or convincingly act out a role in an interview. Would the college be accepting the wrong person? More practically, it just often doesn't work to try to be someone else. Phoniness is difficult to maintain, and in most cases it's transparent.

This also means that the application form that you complete should be your own work. Relax; take the task seriously; do the best job you can and don't forget: Parents, teachers and consultants who have too large a hand in preparing applications leave very visible fingerprints.

#### THE INTERVIEW PROCESS

Colleges generally do not require interviews, but, if available, they provide an opportunity to learn more about a school and to supplement your written application.

If you have an interview with an alumni volunteer, remember they are not decision makers. Their task is to collect information and pass it on. They can be very good or very bad. Count on this: Whatever they report to their alma maters will be taken with a full shaker of salt. Their views will not outweigh the record you have built over time, the evaluations of professional teachers who have seen you in a class context or your own words on your application.

Still, alumni interviews can help uncover or reinforce strengths and corroborate the profile that appears on the written application file. Again, be yourself, and be prepared for a variation of the inevitable final interview question: "Is there anything else you would like to ask me?"

Also, if you're wondering about what to wear to an interview, the acceptable range of attire is very broad. On matters of dress, and all such questions about your application, let your own good judgment be your guide.

#### DON'T WORRY ABOUT OTHER APPLICANTS

It is simply not true that somebody else in your school or your neighborhood is competing with you for a spot that they might take away your space at a college that you want to attend.

At the very most selective colleges you are not competing against the person sitting next to you in a classroom, you're competing against the national pool of applicants.

In colleges that are less selective, if you make a compelling case that satisfies its requirements, you have a very good chance of being accepted. Your case for acceptance is not diminished, it is not less compelling if other qualified candidates in your community are accepted.

In any event, know that any information you have about other candidates for acceptance is suspect: What somebody's board

scores supposedly are or are not; whether or not a particular college has a quota for your high school; what a college has supposedly communicated to a candidate; what athletes have been told; whether students with learning disabilities get a fair shake—it's all unreliable.

None of it helps you make your case and it will get your stomach juices roiling if you pay attention to such gossip.

Have confidence in yourself. Focus on what you can do something about, which is your own application and at the end of the day things will work out just fine. Be happy if people you know also are accepted to a college of your choice. You'll already know people to embrace or avoid when you get to campus in the fall.

#### MAKING YOUR DECISION

Don't torture yourself about the choice you make. Remember, you've carefully compiled a list of schools that make sense for you. Be liberated in the idea that you can't make a wrong decision.

Attending college is expensive. Whether or not you receive scholarships, take out loans, or get a part-time job, it's likely your college education is going to cost a lot. Talk this over with your family and determine your realistic options.

In the end, after you carefully weigh the different factors that are important to you, it's probably going to come down to a gut reaction. Trust your own instincts. Make up your mind and then get excited about it. Also make sure to thank your parents, other family members, teachers and advisers.

#### AND, FINALLY

I'm not a professional admissions officer or an educator. I don't know any particulars about you or your situation. I just suggest you think about the questions raised.

Don't let hopes about college become a black cloud over the best year of high school.

Oh, either white or manila envelopes are fine, but don't forget the postage.●

#### COMMENDING PAULA DUGGAN

● Mr. JEFFORDS. Mr. President, I would like to commend Paula Duggan who is retiring after 13 years as a senior policy analyst at the Northeast-Midwest Institute. She has been instrumental on a variety of labor market, education, and fiscal federalism issues.

Paula, for instance, was the key force behind labor market information provisions within the Workforce Preparedness Act, and she has worked diligently to ensure that the law is well implemented. She was one of the first analysts to make the connection between worker education and business productivity. And she has written numerous reports explaining how federal allocation formulas are structured and how federal funds are distributed among the states.

I have benefitted from Paula's expertise and experience in my capacities as chairman of the Health, Education, Labor, and Pensions Committee and as co-chair of the Northeast-Midwest Senate Coalition. Paula consistently has provided unbiased and insightful research that has advanced bipartisan efforts on behalf of this region and the nation. As she begins her well-earned retirement, Mr. President, I again want to thank Paula Duggan for her fine work.●

#### TRIBUTE TO MR. BOBBY BOSS

● Mr. CLELAND. Mr. President, I rise today to recognize a great American institution and its leader. The American Legion Barrett-Davis-Watson Post #233 is located in a small Georgia town called Loganville and it is commanded by a true patriot in every sense of the word—Mr. Bobby Boss. For over 50 years this man's leadership has allowed the post to continue offering community services that any American would be proud of.

Post #233 held its first meeting on November 19, 1946 with the Legion's standard program of the day: patriotism, rehabilitation, community service, community welfare and membership. Less than ten years after its inception, the Post responded to the town of Loganville's need for a medical doctor by building a clinic. The Post later donated a truck and tractor to the city.

Over the past 40 years, the Post has continued to make numerous donations to the community, including an annual \$1,500 donation to the town's elementary school to help purchase shoes and clothes for the needy and a \$12,000 donation for dropout prevention programs in all Walton County Schools.

Tragedy struck the Post in 1977 when a fire all but destroyed the Post building, leaving nothing but ashes and concrete. At the first monthly meeting after the fire, a majority of the members present chose not to rebuild, but Commander Boss was not in that majority. Two weeks after that meeting, he took his own bulldozer and cleared the charred remains. His efforts resulted in the fine building the Post uses today.

Once the Post was back on its feet, many of the programs that had fallen by the wayside due to rebuilding costs were reinstated. In the past 10 years alone, Post #233 has supported renovation projects for the city of Loganville and donated \$8,000 towards the purchase of computers for the local high school; donated half the costs of building a baseball field complete with lights, restrooms and a concession stand. Post #233 has also contributed funds to help the local Sheriff's department purchase camera equipment for patrol cars. This Christmas season, members of Post #233 will prepare and deliver more than one thousand baskets for widows, the disabled and needy families.

The good work of Post #233 represents all that is noble in our great nation. I applaud their community service and their patriotism. They are an asset to their community, the great state of Georgia and the United States of America.●

#### HENRI TERMEER PRESENTED WITH THE INTERNATIONAL INSTITUTE OF BOSTON'S GOLDEN DOOR AWARD

● Mr. KENNEDY. Mr. President, I am honored to have this opportunity to

congratulate Henri Termeer on receiving the Golden Door Award from the International Institute of Boston. I also congratulate Henri for recently being sworn in as a United States citizen during a ceremony on October 29.

As chairman, chief executive officer and president of Genzyme Corporation, one of the largest biotechnology companies in the world, Henri is renowned as a pioneer in the industry. He serves on the board of directors of both the Biotechnology Industry Organization, the industry's national trade association, and the Pharmaceutical Research and Manufacturers of America, a national pharmaceutical trade organization.

It is very fitting, indeed, that Henri was honored with the Golden Door Award, which is presented to US citizens of foreign birth who have made outstanding contributions to American society. Henri is a native of the Netherlands, and in recent years he has received numerous honors such as the Anti-Defamation League's Torch of Liberty Award and the Governor's New American Appreciation Award. He was also recently inducted as a fellow of the American Academy of Arts and Sciences.

Throughout his career in biotechnology, Henri has been a strong advocate for the responsibility of industry and government to make life-saving drug treatments available to all people in need, regardless of their economic status or geographic location. Under Henri's leadership, Genzyme has worked diligently over the years to make this vision a reality.

In addition to his commitment to patients, Henri is also a leader in promoting educational opportunities for minorities. Since 1995, he has been a director of the Biomedical Science Careers Project, which provides corporate scholarships to academically outstanding minority high school students. In May 1999, the group presented Henri with highest honor, the Hope Award.

Henri's extensive record of public service includes his role as a director of the Massachusetts Cystic Fibrosis Foundation, as a trustee and vice-chairman of the Boston Museum of Science, and as a member of the Massachusetts Council on Economic Growth and Technology.

In receiving the Golden Door award, Henri joins a distinguished list of previous recipients including Arthur Fiedler, the famed former conductor of the Boston Pops; Jean Mayer, the eminent nutritionist, educator, and former president of Tufts University; and An Wang, the founder of Wang Labs.

I commend Henri Termeer for this well-deserved award, and for his new American citizenship. Massachusetts is proud of him, and I congratulate him for his many impressive contributions to our Nation.●